

**UTAH CITIZENS ADVISORY COMMISSION
ON
CHEMICAL WEAPONS DEMILITARIZATION**

Thursday, July 17, 2003

**Ophir Park
Ophir, Utah**

Those in attendance:

Beverly White (BW)
Gene White (GW)
Sid Hullinger (SH)
Geoff Silcox (GS)
David Ostler (DO)
Michael Keene (MK)
Deborah Kim (DK)
John Bennett (JB)
Dan Bauer (DB)

Members absent:

Jane Bowman
Rosemary Holt (RH)
Dennis Downs (DD)

Welcome/Minutes – Deborah Kim

Debbie Kim called the meeting to order at 4:10 pm. The minutes were approved as written. Motion to accept minutes made by David Ostler, second by Gene White. The votes were all in favor. Ms. Kim and the Commissioners expressed their thanks to the members of the Tooele Outreach Office and the Tooele Emergency Management Office for providing the wonderful picnic food.

Deseret Chemical Depot Update – Colonel Cooper

A handout was provided. The DCD update was given by Ted Ryba. There were no leakers since the last CAC meeting and the ton container sampling was completed. The results are still being evaluated, however there is more mercury content than expected. Lewisite are planning on starting neutralization in December 03. Preparation of the Metal Parts Furnaces trial burn for secondary waste to begin in November 03.

Q-Jason Groenwald- Do you have any idea where the extra mercury is coming from?

A-The best theory is that it is just residue from what was previously in the containers, possibly a manufacturing process. The characterization program did not shed any light on that.

No further questions

Program Status –Ted Ryba (for Dale Ormond)

A handout was provided. The program status presentation was given by Ted Ryba. Aberdeen neutralization began on 23 Apr 03. In Anniston, the Army has decided not to build a neutralization facility as a backup. The last few details are still getting put together to begin processing. Johnston Atoll is scheduled for final closure in December. Newport is scheduled for operations first quarter FY 04. Pine Bluff is more that 87% complete and scheduled for third quarter FY 04. At Pueblo the facility construction is on

hold pending the results from a forum that will be held on July 26, 2003. Umatilla facility should begin operations first quarter FY 04.
No questions.

Plant Status/Restart Update – Stephen Frankiewicz

A handout was provided. No detectable agent released from the stack, no action level 3 events to report. Stephen provided information on the changes in the organizational structure. On March 28, VX agent destruction operations were begun. On July 3, authorization for 24/7 operations was given, however, we have not begun the 24/7 operations yet. There are several programs in place for continuous safety improvement. The Agent Trial Burn should be completed by July 18, not July 16. The employees will now become a part of the safety plans to include their opinions on improved safety. EG & G TOCDF vision is to “Become the standard the world uses for safe, reliable and responsible destruction of chemical weapons.”

Q-BW-Why do you think the employees act dissatisfied with the safety procedures?

A-I believe they were less satisfied a year ago than they are now. The attitude is very different. The statistics show that the attitude has changed. I think a large part of it was communication, just being heard, not being agreed with, just being heard. We follow everything.

Q-BW-What about the people that were injured?

A-I am not aware of anybody that has been injured and it has not been reported. We record an incident for anything and everything. There isn't a problem with recording or reporting an injury. There are so many mechanisms for employees to get help.

Q-DK-You have changed many things. Do you have any plans to sit down again and take another look?

A-We do this internally. We conducted a survey on May 23, 2003. We are constantly polling employees and getting feedback from them.

Q-DK-How does the data look compared to last time? Were they feeling more confident, and feeling like they could speak to you more freely?

A-Very much so. I get out among the employees often and I get a lot of immediate feedback. I ask the HR rep to get out among the employees. Not everybody is perfect and we are still making adjustments and training sessions. I am very confident that things are better and will continue to get better.

Q-DK-What is the status of the two employees who were exposed? Are they back to work full-time?

A-Yes. One employee was back the next day, and the other was back shortly thereafter.

Q-SH-I would like to know more how the employees feel, more feedback on how they feel about morale, etc.

A-An employee provided a letter to me, which indicates great satisfaction, and that they feel that they work in a very safe environment. The letter was signed by an entire shift of employees. We don't do all things perfectly and don't make everyone happy all the time,

but we are much better than we were a year ago and will continue to get better. We have a very good atmosphere, and the safety culture is improving.

Q-JG-What about inviting the Inspector General to do the exact same survey that was done at the last report to measure progress? The incidents that claim to have happened without being reported, have you done any investigations to try and nail that down and see what that situation was, and identify who it was that may have been exposed?

A-We have been investigating almost constantly since July 2002. We have had a lot of people come in and talk to our employees. I am not aware of any incident where there has been exposure or a safety concern that has not been reported. Whenever there is an alarm, there are specific things that must happen. We make sure all things are reported. It is almost impossible to see how we wouldn't know that someone might be exposed. Specifically, we did pass the surety inspection. That was a very difficult three weeks. Col. Coopers office, field operations and our office were scrutinized and inspected for three weeks and we passed it. All inspections were completed with passing grades.

Q-DO-I believe that the polling is valuable but unless the newspapers report things wrong, some of the questions were very unprofessional, and some of them were hearsay; I think they should be avoided in the future.

A-It is important to point out that each CAC commissioner should access the DOD website and pull up the responses that the workers made and see for yourselves how they were reported. Dramatizations happen. This was not a random survey. They acknowledge in the report that one cannot use the results to reflect the opinions of the entire workforce. This was a generalized survey.

DK-We would like to see something done again, over time, so you have proof and can convince us that things have changed. We would like to see progress over time. I want to know how much better we are.

A-The survey focused on what they think is wrong, and we will continue to do surveys and we can do one that will satisfy what you are requesting.

Q-BW-What concerns me about what is being reported in the paper, at a time when jobs are hard to get, is that in my experience, when the economy is down and people are worried about losing their jobs, people tend to build a company up, they don't complain. That concerns me that people are complaining which could make them be out of work. They are saying safety is an issue.

A-The culture that nothing is wrong is different from what we are doing. We are trying to create a self-critical environment. We are doing a lot more critiques than before. We want to know why. We want self-criticism.

SH- We would like to see confirmation that everyone is feeling positive, we want to be able to see it.

A-The organization "walks the walk and talks the talk." Management is still on trial. I would like the CAC members to be patient. Steve's programs are just underway; give us some time to allow the new programs to work and take effect, let people realize the

good that is in the programs. I think that will make any survey in the future more effective.

GW-This industry is under so much scrutiny and so many regulations more so than any other industry out there. I am surprised that we have not had more incidents due to human nature that a safe work environment. We should feel very fortunate that this is the case.

JG- I agree. This survey may not be perfect, but EG & G admitted that the safety culture was not what it could be. The survey supports that. Maybe the questions could be looked at for management to look at. The last question within that survey, the question was asked, "have you reported all the problems that you have identified?" There were a number of responses that were told to fix the problem without reporting. Then that brings up the question, is there any effort underway to try and identify problems that have been fixed but have not been reported; that may be useful information outside this facility.

A- We send all the information out to the other sites. As for the employees fixing something without letting anybody know about, if it is intent to hide a weakness, fault or error, I am hoping to overcome that. Individuals do that. We need to overcome that on a plant basis. That is part of the cultural changes. It will make it much easier for us to identify the things wrong and get them fixed.

Ted Ryba-We agree with all the things that Steve is doing. They are doing critical system walkouts. I characterize things in two ways, routine type of maintenance, those aren't the types of things you pass on as lessons learned, unless there is a trending issue or a repeated problem. The other side of that, major configuration changes, that is the kind of thing that a critical systems walkout will identify. These then become a candidate for the lessons learned program.

DO-We need to give this stuff time. There will be employees who will have problems if things are not going as they want.

No further questions.

DSHW Update – Brad Lauchnor

We have 4-8 people a day watching because of the trial burn. The Lewisite permit has been sent to us. We are working with CAMDS. The permit renewal for TOCDF has gone out for public comment. That ends August 25.

No questions

A copy of the Infrastructure and Environment report was provided to the commission. The next meeting is scheduled for September 18, 2003 at DEQ. Meeting was adjourned at 6:15 pm.